

Commonwealth of Massachusetts  
Department of Telecommunications and Energy  
Fitchburg Gas and Electric Light Company  
Docket Nos. D.T.E. 02-24 and D.T.E. 02-25  
Responses to the Department's Fourth Set of Information Requests

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**Request No. DTE 4-6:**

Refer to the testimony of Mark H. Collin at 40 (Gas). Please provide a copy of the benchmark analysis the Company performed in 2001.

**Response:**

Please see the 2001 benchmark analysis in the table below.

**Person Responsible:** Mark H. Collin

**FG&E 2001 Wages Benchmarked to Hay Survey**

<u>Job Grade</u>	<u>Unitil Job Title</u>	<u>Benchmark Job Titles</u>	<u>2001 Midpoints</u>		
			<u>Unitil</u>	<u>Hay Survey</u>	<u>Difference</u>
11	Administrative Assistant	Staff Assistant	\$31,306	\$33,600	(\$2,294)
14	Team Leader, Procurement	Buyer	49,585	48,255	1,330
15	Team Leader, Distribution	Distribution Crew Supervisor	54,670	53,610	1,060
17	Manager, Distribution	Superintendent	68,280	67,943	337
20	Director, Distribution Ops Center	Regional Area Distribution Manager	98,131	102,187	(4,056)
<b>Total</b>			<b>\$301,972</b>	<b>\$305,595</b>	<b>(\$3,623)</b>